

RELIEF TIME - MANUFACTURING PLANTS

AMERICAN AXLE & MANUFACTURING, INC.

~~February 25, April 12 2004~~2008

Mr. ~~Cal Rapson~~Jimmy Settles
Vice President and Director
AAM-UAW Department
International Union, UAW
8000 East Jefferson Avenue
Detroit, Michigan 48214

Dear Mr. ~~Rapson~~Settles:

Relief time on ~~manual~~ all operations which are continuous and which cannot be left unattended and on certain other operations that the Corporation determines are likewise of such a nature as to give the associates no control over their ability to leave the operations to tend to personal needs, shall be ~~twenty-three (23) fifteen~~(15) minutes before lunch and ~~twenty-three (23) fifteen~~ (15) minutes after lunch on a regular eight (8) hour shift, making a total of ~~forty-six (46) twenty~~ (20) thirty (30) minutes.

Relief time on manual operations which can be left unattended and where the associates have control over their ability to leave the operations to tend to personal needs shall be ~~twelve (12) minutes before lunch and twelve (12) minutes after lunch on a regular eight (8) hour shift,~~ making a total of ~~twenty-four (24) minutes.~~

The amount of relief time as specified above shall be modified accordingly for a shift other than a regular eight (8) hour shift. In addition, as a matter of policy, the first hour at the start of the shift and the first one-half hour after lunch are not ordinarily scheduled as relief periods. Any local relief practices which are not inconsistent with the total amount of relief time provided herein may be continued.

The parties have agreed to continue the following informal procedure to address complaints regarding this subject.

1. The complaint may be raised by the Chairperson of the Shop Committee directly with the Plant Personnel Director.
2. If not resolved, the Chairperson may refer the problem to a representative of the International Union, UAW who may request a meeting with a member of the Corporate Labor Relations Staff to discuss the complaint and take appropriate action.

Handwritten signatures and initials, including a large signature that appears to be 'D. M. S.' and another set of initials 'J.S.' below it.